

# GROWING. THRIVING. RISING.

APRIL 1, 2017 – MARCH 31, 2018



**The Women's  
Foundation of Colorado**

Women Thriving. Colorado Rising.®

# WFCO Team

## CURRENT STAFF

- Lauren Y. Casteel  
*President & CEO*
- Lisa Christie  
*Senior Director of Communications*
- John Dobey  
*Vice President of Finance & Administration*
- Renee Ferrufino  
*Vice President of Development*
- Alison Friedman Phillips  
*Manager of Programs*
- Ayesha Khan  
*Executive Assistant & Office Manager*
- Colleen LaFontaine  
*Director of Development*
- Tracy Langworthy  
*Staff Accountant*
- Camisha Lashbrook  
*Donor Relations & Communications Manager*
- Karen Mandel  
*Development & Database Manager*
- Louise V. Myrland  
*Vice President of Programs*
- Kristina “Krissy” Vaio  
*Development Officer & Events Manager*

## FY 2017-18 INTERNS AND FELLOWS

- Carly Earp
- Kayla Hardin-Lawson
- Michelle Jaffee
- Eliana Posner

## CURRENT BOARD OF TRUSTEES

- Stephanie Bruno, Chair
- Katie Kellen, Vice Chair
- Christina Ortiz, Secretary
- Jennifer Cottrell, Treasurer
- Dolores Atencio
- Cathie Bennett
- Debbie Chandler
- Jennifer Colosimo
- Kim Desmond
- Kelley Duke
- Kami Guildner
- Nancy Hartley
- John Ikard
- Pat Kendall
- Patti Klinge
- Vijay Kotte
- Brook Kramer
- Johanna Leyba
- Adrienne Mansanares
- Patricia (Trish) Orman
- Lisa Pease
- Patty Powell
- Joyce Vigil

# Dear WFCO community,

It would be too easy to look back on 2017 and think only of our 30th anniversary celebration, **TOGETHER**, featuring former First Lady Michelle Obama, as the highlight. But behind the ubiquitous selfie sticks and social media that captured the unforgettable evening, an important story developed behind the scenes: WFCO communities showed up for Colorado women in a big way last year.

More than 8,300 diverse Coloradans came to our nonpartisan fundraising event on July 25, 2017, with Mrs. Obama. Clusters of classmates, generations of families, and groups of friends descended upon Pepsi Center from every part of the state and through their philanthropy conveyed their dreams for a world that cares about women. We were proud that so many women and men joined our community of giving that night, and even prouder that more than half of the gifts we received last year were from first-time supporters.

In January 2018, another WFCO community bloomed when we launched WAGES (Women Achieving Greater Economic Security), our

body of work that employs research, public policy advocacy, and strategic grantmaking to help Colorado women earn livable wages and find their footing on the path to economic security. Twenty-three direct-service and public policy nonprofit organizations make up our WAGES grantee cohort and we will work and learn together over the next three years to strengthen our state by helping women and their families thrive.

Our fiscal year 2017-18 (April 1, 2017 – March 31, 2018) reflected an exciting time of growth and unprecedented donor engagement in The Foundation’s work. All of our communities – our volunteers, our donors and corporate sponsors, our grantees, our collaborators, our board, and our staff – played significant roles in helping WFCO reach new philanthropic heights and expand our statewide impact. We are proud to share these accomplishments with you in the following pages.

Thank you for being part of our community, philanthropy, and impact. With your support, we are Growing. Thriving. Rising.



*Lauren Y. Casteel*

**LAUREN Y. CASTEEL**  
*President & CEO*



*Patti Klinge*

**PATTI KLINGE**  
*2016-18 Chair, Board of Trustees*



GROWING. THRIVING. RISING.  
Through **Community**



70 women attended our first-ever Lobby Day, March 2018



Speaker of the House Crisanta Duran  
kicks off our Lobby Day



Members of the direct-service grantmaking and  
public policy committees



Boys and Girls Club of Pueblo County at TOGETHER



Friends at TOGETHER



WFCO Open House



WFCO Open House

As the only statewide community foundation focused on strengthening Colorado by advancing economic opportunities for women and their families, we rely on diverse communities to inform our decisions, help us achieve greater outcomes, and carry forward a shared vision of a Colorado where women of every background and identity prosper.

Unprecedented community engagement from April 1, 2017 – March 31, 2018 demonstrated that Colorado communities care about creating equitable opportunities for women and are committed to partnering with WFCO to make it happen.

**COLORADO COMMUNITIES CARE!**

- Hundreds of community members from Pueblo, Colorado Springs, Northern Colorado, Boulder, and Vail Valley turned out for our strategic plan statewide learning sessions.
- Our community of grantees worked with WFCO to help women enter, remain, and advance in the workforce so they can meet the needs of their families and contribute to a stronger Colorado economy.
- 8,300 men and women from across Colorado celebrated our 30th anniversary event, **TOGETHER**, at Pepsi Center with WFCO and former First Lady Michelle Obama.
- Seventy aspiring activists from across the state joined us for our first Lobby Day at the Colorado State Capitol to learn how to advocate for women in their own communities; 26 state and national policymakers across the political spectrum attended to connect with their constituents.
- Nearly 100 people were introduced to The Foundation at our open house.

- Diverse community voices contributed to our new blog, which launched in 2018 following a year-long rebranding endeavor.
- We partnered with key coalitions to enhance our understanding of the communities we serve – including Colorado Collaborative on Family Planning and Reproductive Health, Colorado Funders for Inclusiveness and Equity (COFIE), Colorado Immigrant Funders Collaborative, Prosperity Together, Skills to Compete Coalition, Transformative Leadership for Change, and Women’s Funding Network’s Two Generation Advocacy Cohort.
- WFCO’s 13 staff members and 23 trustees steered our strategic work while holding ourselves accountable to our mission, our donors, our stakeholders, and the communities we serve.
- Our communities of giving – including PEP members, Empowerment Council, donor-advised fundholders, Dads for Daughters, and Women Will members – fueled and sustained our work so that WFCO could make longer-term plans, deeper programmatic investments, and create greater impact.
- Our community of volunteers, including all of our committee members, elevated the reach, quality, and impact of our work.
  - › Annual Luncheon committee
  - › Audit and finance committee
  - › Communications advisory committee
  - › Development committee
  - › Direct-service grantmaking committee
  - › Executive committee
  - › Governance committee
  - › Inclusion committee
  - › Investment committee
  - › Public policy committee
  - › Statewide committees

Find your community at WFCO by checking out upcoming events at [WFCO.ORG/CONNECT](https://www.wfco.org/connect).



Pepsi Center crowd at TOGETHER



GROWING. THRIVING. RISING.  
Through Philanthropy



Philanthropists fuel WFCO’s work creating systemic change for Colorado women and their families. In 2017, new and longtime donors found a home at WFCO, in our communities of giving and at events throughout the state. As a community foundation, our commitment to philanthropy by women (and men!) for women and girls is also a commitment to making philanthropy accessible to all. Thousands of generous donors gave WFCO gifts from \$10 to \$100,000. Thank you for helping us make meaningful changes for Colorado women and their families!

DONOR-ADVISED FUNDS

Donor-advised funds are personalized philanthropic vehicles that leverage WFCO’s expertise with a donor’s individual interests to maximize impact. We make strategic philanthropy simple.

Today, WFCO partners with more than 50 individuals, couples, and families to cultivate their philanthropic legacy. Funds held at WFCO support a breadth of passions, typically through a unique gender-lens, including education, arts, women and girls of color, rural Colorado communities, international development, reproductive rights, and more. More than half of our new fundholders in FY 2017-18 chose to invest in our 100 percent gender-lens portfolio.

Donor-advised funds at WFCO, started for as little as \$2,500, receive a \$2,500 match, amplifying fundholders’ investments back into the community, which totaled more than \$670,000 in FY 2017-18!

DONOR-ADVISED FUNDS & GIVING CIRCLES

Adrianna & Arisela Abarca Fund	Geri Brown Memorial Fund	McNeive-Hornbrook Fund
Akasha & Kelly Absher Fund	The Josephine Lotito Wise Legacy Fund	Mobilize Us Fund
Barbara Bridges Fund	Judith Buck Wagner Donor-Advised Fund	The OKO Fund
Beatty Family Donor-Advised Fund	Julia Fitz-Randolph Lesbian Innovations Fund	PEARL (Philanthropy Education Advocacy Research Leadership) Fund
Beyond Our Borders	Katherine Bruno Prosperity Fund	Ruth Ray Hunt Fund
Chambers Fund	Klinge/McArthur Fund for Women and Girls	Soeurs de Coeur Fund
Corsi-Backlund Fund	Linda E. McKinzie & Susan M. Kamler Donor-Advised Fund	Spies-Fontaine Fund
Emily Davis Giving Fund	M&I Charitable Fund for Women and Girls	SPIN (Sisterhood of Philanthropists Impacting Needs)
Eunice H. Kim Charitable Fund	Marjorie and David Gieskieng Legacy Fund	Sue Anschutz-Rodgers Fund
Empowering Women Fund		Tooth Fairy Fund
The ESL Fund		Vangas Women & Girls Empowerment Fund
Feehan Fund		



Empowerment Council tours  
WFCO grantee Florence Crittenton



Annual Luncheon  
speaker Octavia Spencer



Fred Taylor and Vijay Kotte announce Dads  
for Daughters at our Annual Luncheon



CO Springs Forum and Luncheon

POWER OF EXTENDED PHILANTHROPY (PEP)

The power of extended philanthropy is investing for long-term, systemic change. PEP members – more than 300 women and men across Colorado – invest in WFCO today and help us plan for the future by pledging to give \$1,000 or more each year for three years to support our work.

In honor of WFCO’s 30th anniversary in 2017, our pearl anniversary, we launched Pearl PEP. Members pledge \$3,000 or more each year for three years, honoring the progress we’ve made while powering WFCO’s research, policy advocacy, and grantmaking for the next 30 years.

PEARL PEP MEMBERS

Libby Anschutz	Pat A. Kendall
Jane Okun Bomba	Susan Kiely
Barbara Bridges	Diana W. Kinsey
Kathryn G. Dudley	Jan P. Mayer
Marjorie Gart	Judi B. Wagner
Rhondda Grant	Judith S. White

EMPOWERMENT COUNCIL (EC)

The Empowerment Council is a community of over 70 emerging philanthropic women making meaningful connections, growing as leaders, and creating change.

They come from many sectors and backgrounds, but EC members all share one thing: a passion for women’s advancement. In addition to hosting events each month – from speed mentoring and professional development to brunches and happy hours – members support WFCO’s work by contributing \$500 per year, paid on a monthly, quarterly, or annual schedule.

DADS FOR DAUGHTERS (D4D)

*“I can’t wait for a world where my daughter is safe and free to achieve her potential. I know I must play a role in creating that world.”*

› Vijay Kotte, WFCO trustee

Men are essential to our movement. Led by the generosity of WFCO Trustee John Ikard, Ward and Karin Polzin, and WFCO Honorary Trustee Fred Taylor, 143 men raised \$116,000 to ensure that all Colorado women, regardless of background or identity, have unlimited opportunities and clear pathways to prosperity.

*“Men need to step it up and work harder to make the world a better place for the women in our lives.”*

› Fred Taylor, WFCO honorary trustee

STATEWIDE EVENTS

TOGETHER: A CELEBRATION FEATURING FORMER FIRST LADY MICHELLE OBAMA

Former First Lady Michelle Obama shared her story with 8,300 women and men who packed the Pepsi Center for her first public appearance since leaving The White House. More than 1,500 attendees texted \$10 and \$25 gifts from their seats.

2018 COLORADO SPRINGS FORUM AND LUNCHEON

The Colorado Springs community learned, networked, and created more pathways to economic security in the Pikes Peak region and across our state at the 2018 Colorado Springs Community Forum and Luncheon.

2017 ANNUAL LUNCHEON

Octavia Spencer had 2,400 guests laughing, in tears, and completely inspired at the 2017 Annual Luncheon, Colorado’s largest event focused on raising funds for Colorado women and their families.

2017 PUEBLO SUMMER SOIRÉE

WFCO Honorary Trustee Sandy Stein’s family attended the 2017 Pueblo Summer Soirée where 250 Puebloans gathered to honor Sandy for her legacy in the Pueblo community while supporting WFCO’s essential work.

Your generosity + our expertise = a brighter future for Colorado women and their families. Explore and find your philanthropy at The Women’s Foundation of Colorado. [WFCO.ORG/GIVING](https://www.wfcoco.org/giving)



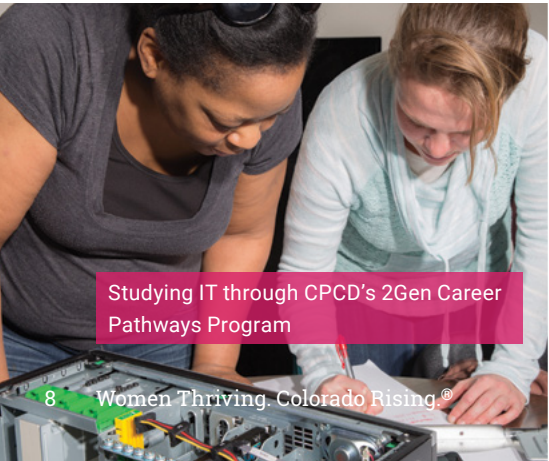


GROWING. THRIVING. RISING.  
Through **Impact**

We advance women’s prosperity by integrating the strength of community and philanthropy with statewide strategies that drive change. In accordance with our 2017–2021 strategic plan informed by 1,300 community members from across the state, WFCO sharpened the focus of our strategies on helping women earn livable wages, which we believe is the key catalyst in achieving economic security.

The clarity of this vision drove the 2018 launch of WAGES (Women Achieving Greater Economic Security), our programmatic body of work that combines research, public policy advocacy, and strategic grantmaking to create more pathways to livable wage careers – including increased access to job training, education, high-quality child care, and equal pay – for Colorado women.

**When women thrive – families, neighbors, communities, and economies rise.**



WAGES RESEARCH

In March 2018, WFCO funded the research report *The Economic Status of Women in Colorado* by the Institute for Women’s Policy Research. The research provided key insights, including some advances and setbacks – such as the widening pay gap for women of color – that has informed our public policy and grantmaking work.

WAGES PUBLIC POLICY

In January 2018\*, WFCO ignited a new learning community with 23 direct-service and public-policy grantees statewide that will work with WFCO and learn together for three years as part of our WAGES grantee cohort.

While our direct-service grantees strengthen Colorado communities from La Plata to Larimer counties, our public policy grantees work to effect change for all women in Colorado. In the 2018 legislative session, six of the 11 bills we supported with our grantee partners passed. We are proud that our work with other advocates, policy makers, and stakeholders increased access to job training programs, child care quality and affordability, and family planning resources, as well as contributed to the continuation of the Colorado Civil Rights Division.

Photos by Molly McCormick and Katy Tartakoff

WAGES STRATEGIC GRANTMAKING

Our state needs skilled workers and WFCO is helping to provide them. Per our strategic plan, members of the WAGES grantee cohort, which convenes twice a year, exchange best practices and inform the work of WFCO and each other. The cohort is focused on advancing more women into careers and providing support services that enable them to enter, remain, and succeed in Colorado’s workforce. Our WAGES grantees were selected with the help of a diverse, statewide direct-service grantmaking committee.

Impacts and insights of the WAGES cohort are being captured through a grant by our learning and evaluation partner, OMNI Institute, which also provides technical assistance to bolster grantees’ evaluation capacity. From the first six months of WAGES work, direct-service grantees have reported that 66 women reached their educational goals and 40 women made employment gains.

*\* In 2017, WFCO worked with 32 grantee partners to help propel more than 4,000 women toward prosperity. An array of direct-service and public-policy grantee programs helped keep girls in school; helped single moms succeed through job training and education; paved the way for women and girls to enter, succeed, and advance in STEM fields; and developed girls as leaders in their own communities.*

*Our renewed focus on helping women achieve economic security meant making tough decisions to prioritize our resources for the greatest impact, such as sunseting our Girls’ Leadership Council in 2017.*

DIRECT-SERVICE PARTNERS

- Collaborative Healing Initiative within Communities (CHIC), Metro Denver
- Center for Work Education & Employment (CWEE), Metro Denver
- Colorado Coalition for the Homeless (CCH), Metro Denver
- CPCD (Community Partnership for Child Development), El Paso County
- DualStar Project: A collaborative of Pueblo Community College and Boys & Girls Clubs of Pueblo County, Pueblo County
- Eagle County Government, Eagle County
- Emergency Family Assistance Association (EFAA), Boulder County

- Florence Crittenton Services of Colorado, Metro Denver
- Mi Casa Resource Center, Metro Denver
- OneMorgan County, Morgan County
- Project Self-Sufficiency of Loveland-Fort Collins, Larimer County
- Southwest Colorado Women’s Project: A collaborative of the Durango Adult Education Center, Women’s Resource Center, and La Plata Family Centers Coalition, Southwest Colorado

PUBLIC POLICY PARTNERS

- 9to5 Colorado
- Bell Policy Center
- Colorado Center on Law and Policy (CCLP)
- Colorado Children’s Campaign (CCC)
- Colorado Fiscal Institute (CFI)
- Denver Metro Chamber Leadership Foundation
- Executives Partnering to Invest in Children (EPIC)
- Young Invincibles (YI)

TWO GENERATION ADVOCACY COHORT

In December 2017, we proudly announced we received a grant of \$150,000 over three years from Women’s Funding Network (WFN) to shape public policy that will help break intergenerational cycles of poverty by addressing the needs of caregivers and their children at the same time.

WFN recognized the effective advocacy efforts of WFCO and three other women’s foundations. With the support of the W.K. Kellogg Foundation, it established a Two Generation Advocacy Cohort in 2017. We bring our thought leadership to this cohort, and the expert insights of other cohort members help guide our public policy advocacy efforts.



Watch for exciting research, public policy advocacy, and grantmaking updates on our website at [WFCO.ORG/IMPACT](https://www.wfco.org/impact).



GROWING. THRIVING. RISING.

WFCO Finances

Our fiscal year ending March 31, 2018 was one of transition for The Women’s Foundation of Colorado as we raised over \$1 million at the TOGETHER event at Pepsi Center in Denver.

We take pride that this event, combined with refocusing our work and streamlining our internal processes as part of our strategic plan, has enabled us to grow our invested assets by nearly \$3 million or 16 percent over two years, stabilize our operations and financial position, and allow us to recruit and retain a strong staff.

SUMMARIZED STATEMENT OF ACTIVITIES (AUDITED)

FISCAL YEAR ENDED MARCH 31, 2018

Revenue, gains, and support		
Contributions and grant income	\$	1,411,273
In-kind contributions		81,567
Special events		2,456,283
Less direct cost of special events		(727,897)
Investment return		1,968,994
TOTAL REVENUE, GAINS AND SUPPORT	\$	5,190,220
Expenses		
Program services		
› Grants	\$	1,259,424
› Research, education, and advocacy		1,196,774
Total program services		2,456,198
Supporting services		
› Management and general		571,972
› Development and fundraising		324,042
Total support services		896,014
TOTAL EXPENSES	\$	3,352,212
CHANGE IN NET ASSETS		1,838,008
NET ASSETS, BEGINNING OF PERIOD		20,747,162
NET ASSETS, END OF PERIOD	\$	22,585,170

STATEMENT OF FINANCIAL POSITION (AUDITED)

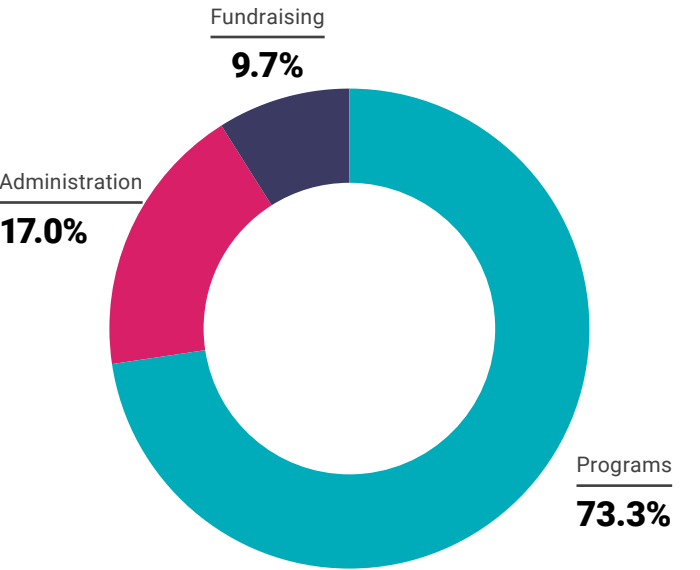
MARCH 31, 2018

Assets		
Cash and cash equivalents	\$	153,912
Prepaid expenses and other assets		110,842
Contributions receivable, net		525,473
Investments		20,772,942
Investment in the Merle Catherine Chambers Center for the Advancement of Women		1,500,000
Property and equipment, net		54,565
TOTAL ASSETS	\$	23,117,734
Liabilities		
Accounts payable and accrued expenses	\$	171,766
Accrued payroll costs		156,298
Grants payable		26,000
Deferred revenue		178,500
TOTAL LIABILITIES	\$	532,564
Net assets		
Unrestricted		
Board designated for endowment	\$	3,897,031
Undesignated		4,379,660
Total unrestricted		8,276,691
Temporarily restricted		
		3,903,144
Permanently restricted		
		10,405,335
TOTAL NET ASSETS	\$	22,585,170
COMMITMENTS		—
TOTAL LIABILITIES AND NET ASSETS	\$	23,117,734

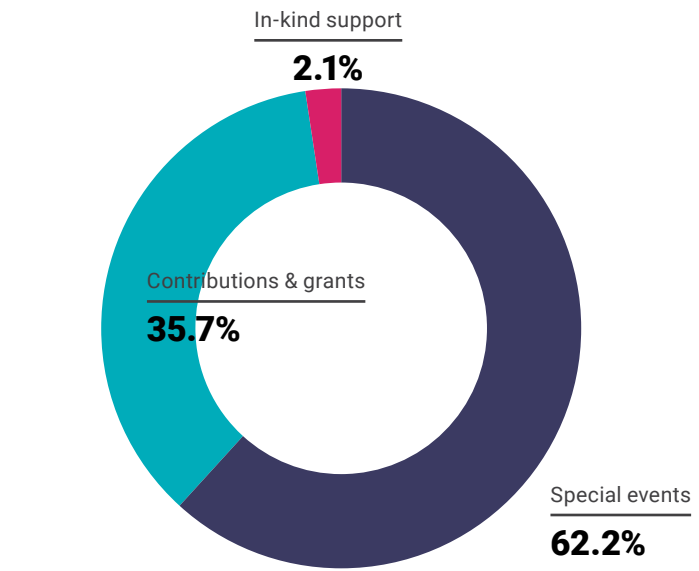
ANNUAL REPORT DATA

FISCAL YEAR ENDED MARCH 31, 2018

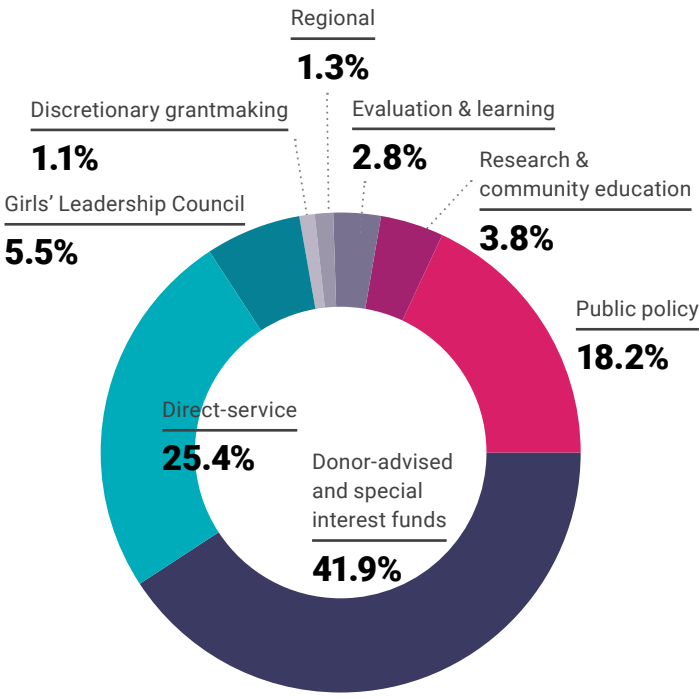
Sources of revenue			
Special events	\$	2,456,283	62.2%
Contributions & grants		1,411,273	35.7%
In-kind support		81,567	2.1%
TOTAL	\$	3,949,123	100.0%



Granting summary			
Direct-service	\$	319,583	25.4%
Public policy		230,000	18.2%
Research & community education		47,500	3.8%
Evaluation & learning		34,700	2.8%
Discretionary grantmaking		14,000	1.1%
Donor-advised and special interest funds		527,849	41.9%
Regional		16,700	1.3%
Girls' Leadership Council		69,092	5.5%
TOTAL	\$	1,259,424	100.0%



Expenditures			
Programs	\$	2,456,198	73.3%
Administration		571,972	17.0%
Fundraising		324,042	9.7%
TOTAL	\$	3,352,212	100.0%



# Our Mission

Catalyzing community to advance and accelerate economic opportunities for Colorado women and their families.



**The Women's  
Foundation of Colorado**

WFCO.ORG